



Request for City Council Committee Action from the Department of Human Resources

Date: December 14, 2011

To: Council Member Betsy Hodges
Chair, Ways and Means Committee

Subject: AFSCME General, Clerical and Technical Unit

Recommendation: Ratification of Tentative Agreement

The Executive Committee recommends approval of the executive summary (attached to this document) of the collective bargaining agreement between the AFSCME General, Clerical and Technical Unit; further recommends that proper City officers be authorized to prepare and execute a collective bargaining agreement consistent with the terms of the executive summary; further recommends that the Human Resources Director be authorized to implement the terms and conditions of the collective bargaining agreement upon its execution.

Department Information

Prepared by: Timothy Giles, Director, Employee Services X3341

Approved by:

Pam French, HR Director X2139

Steven Bosacker, City Coordinator X2032

Presenters in Committee: Timothy Giles

Financial Impact

Other financial impact—Collective Bargaining Agreement

Supporting Information

See Attached Executive Summary

**EXECUTIVE SUMMARY
TENTATIVE AGREEMENT
BETWEEN
CITY OF MINNEAPOLIS
AND
AFSCME LOCAL 9 – CLERICAL AND TECHNICAL UNIT**

Expiration Date: December 31, 2010

Number of Employees in Unit: 687

Annual 2007 Base Payroll: \$ 35,007,000

*based on demographics on 12/31/10

Market: Internal: Wages - Competitive; External: Wages - Competitive; Total Compensation – Competitive (public)/Slightly High (private) – Issue: Breath of services provided

Recruitment: Selected Titles **Retention:** Selected Titles

Performance management impediments in the CBA: None identified

Tentative Agreement Components:

Duration: 24-month agreement – January 1, 2011 – December 31, 2012

ECONOMIC ISSUES

- Effective 1/1/2011
 - 0% schedule enhancement
 - Allows step progression
 - Allows longevity progression
 - Furlough Letter of Agreement (same as MPEA)
 - Retirement Incentive (\$25,000) – if, and only if, in a layoff situation, **and** the retirement saves another employee's job
 - Increases shift differentials
- Effective 1/1/2012
 - 0% schedule enhancement
 - No step progression allowed
 - No longevity progression allowed

NON-ECONOMIC ISSUES

- Uniform Allowance
 - Re-allocated among Fire Inspections, Animal Control, Traffic Control
 - No increase in expenditure
 - Change from “allowance” to “reimbursement”
- Established vendor relationships
- Included “great grandparent/child” in bereavement leave
- Incorporated changed “FMLA” requirements

COALITION BARGAINING

- Job Bank Letter of Agreement
- Reasonable Suspicion Drug and Alcohol Testing